

**PAY DIFFERENTIAL 154**  
**RECRUITMENT AND RETENTION DIFFERENTIAL PAY - EXCLUDED EMPLOYEES**

Established: 07/01/84

Revised: 01/01/00, 07/01/00, 08/31/00, 01/01/01, 07/01/01; 08/17/01, 10/01/01, 03/02/04, 05/01/02,  
07/01/02, 01/01/03, 03/01/04, 09/01/04

CLASS TITLE	CLASS CODE	CB/ID	PER PAY PERIOD	EARNINGS ID	EFFEC. DATE	CRITERIA	DEPT
Health Facilities Evaluator II (Supervisor)	8051	S01	\$200	8K	01/01/03	1	W
Senior Psychiatrist (Supervisor)	7609	S16	\$2100 \$2700 \$1700	8K46 8K35 8K47	07/01/00 01/01/00 01/01/03 07/01/00	1	J, K, L N, AB U
Senior Psychiatrist, CF (Supervisor)	9271		\$2700 \$3950	8K35 8K52	07/01/01 01/01/00 01/01/03 01/01/00	1	V A, AD, AC H
Assistant Coordinator of Nursing Services	8132	S17	\$200 \$500	8K 8K39	01/01/03 09/01/04	1	J,K,L, N,U AF
Nurse Consultant III (Supervisor)	8179		\$300	8K54	01/01/03	1	W
Nurse Evaluator III, Health Services	8145		\$200	8K	01/01/03	1	W
Nurse Evaluator IV, Health Services	8149		\$100	8K76	01/01/03	1	W
Nursing Consultant, Program Review	8327		\$100	8K76	01/01/03	1	J,K,L, N,U
Nursing Coordinator (Safety)	8101		\$1000 \$50 \$500	8K42 8K77 8K39	01/01/03  09/01/04	1	AB J, K, L, N, U AF
Psychiatric Nursing Education Director	8155		\$300	8K54	01/01/03	1	I
Public Health Nurse III	8209		\$100	8K76	01/01/03	1	W
Public Health Nurse III, Correctional Facility	9356		\$100	8K76	01/01/03	1	W
Supervising Nurse II	8129		\$600	8K15	01/01/01	1	O, S
Supervising Nurse III	8126		\$800	8K14	03/01/03	1	Z
Supervising Psychiatric Nurse, CF	9276		\$200	8K	07/01/84 01/01/94	1	A G
Supervising Registered Nurse	8161		\$800 \$1000 \$450	8K14 8K19 8K75	07/01/00 03/01/03 01/01/03	1	S Z O W

## SECTION 14:

## PAY DIFFERENTIALS

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Supervising Registered Nurse (Safety)	8096		\$450 \$1000	8K75 8K42	01/01/03 09/01/04 01/01/03	1 1	J,K,L, N,U, AF AB
Supervising Registered Nurse I, CF	9317		\$400 \$450 \$1000	8K2 8K75 8K42	01/01/03 01/01/03 01/01/03	1 1 1	A,G V AD, AC
Supervising Registered Nurse II, CF	9318		\$450 \$400 \$1000	8K75 8K2 8K42	01/01/03 01/01/03 01/01/03	1 1 1	V A,G AD, AC
Supervising Registered Nurse III, CF	9319	S17	\$450 \$400	8K75 8K2	01/01/03 01/01/03	1	V A,G
Program Assistant (Developmental Disabilities Program)	8266	S18	\$50	8K77	01/01/03 09/01/04	1	J,K,L, N,U AF
Program Assistant (Developmental Disabilities-Safety)	8251						
Program Assistant (Mental Disabilities Program)	8267						
Program Assistant (Mental Disabilities-Safety)	8102						
Unit Supervisor (Safety)	8104		\$400	8K2	01/01/03	1	J,K,L
Chief Psychologist, CF	9859	S19	\$800	8K14	12/02/98	1	A
Senior Psychologist, CF (Supervisor)	9288		\$600 \$1500	8K15 8K44	12/02/98 10/01/01 01/01/03	1	A V AD,AC
Supervising Psychiatric Social Worker I	9867		\$850 \$650 \$600	8K55 8K56 8K15	01/01/01 10/01/01	1	O S W
Supervising Psychiatric Social Worker I, CF	9291		\$600	8K15	10/01/01	1	W
Supervising Psychiatric Social Worker II, CF	9292		\$600	8K15	10/01/01	1	A
Supervising Rehabilitation Therapist	8316		\$200	8K65	10/01/01	1	W
CEA III (Assistant Warden, Psychiatric Services, CMC)	7500	M01	\$200	8K	07/01/84 01/01/94	1	A G
Chief of Protective Services and Security	1934	M07	\$500	8K39	01/01/00	1	I

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Assistant Warden, Psychiatrist Services, CF	5447	M16	\$400	8K2	12/02/98	1	C, B
Chief Deputy, Clinical Services, CF*	2578		\$400 \$700	8K2 8K9	12/02/98 02/01/94	1	C B
Chief Deputy, Clinical Services, CF (Except at CMS & CMF)	2578		\$200	8K	07/01/84 01/01/94	1	A G
Chief Medical Officer, Correctional Facility	7547		\$200  \$400 \$1300 \$1250 \$2700	8K  8K2 8K17 8K12 8K35	07/01/84 01/01/94 08/31/89 03/01/04 03/02/95 05/01/99 01/01/96 07/01/02	1      2	A G P, R AE E, D H F X
Chief Medical Services Correctional Program, CEA	7530		\$425	8KR	11/01/92	1	Q
Chief Physician and Surgeon	7561		\$200	8K	01/01/95	1	J, L
Chief Physician and Surgeon (Correctional Facility)	9267		\$200	8K	07/01/99	1	A
Chief of Professional Education Mental Hospital	7600		\$2100 \$1700	8K46 8K47	07/01/00 07/01/00	1	J, K, L U
Chief Psychiatrist, CF**	7612		\$2700  \$3950	8K35  8K52	01/01/00 07/01/01 12/02/98 01/01/00	1	A V G H
Medical Director, State Hospital, CEA	7594		\$2700 \$2100  \$1700	8K35 8K46  8K47	01/01/00 07/01/00 09/01/04 07/01/00	1	N J, K, L AF U
Medical Director, State Hospital/ Developmental Center	7577		\$2700 \$2100  \$1700	8K35 8K46  8K47	01/01/00 07/01/00 09/01/04 07/01/00	1	N J, K, L AF U

\* Incumbents are also eligible for the annual Recruitment and Retention Pay Differential for California Medical Facility.

\*\* Prior to 01/01/00 Department of Corrections, all institutions rate was \$1000, effective 12/02/98, and Department of Corrections, Pelican Bay rate was \$1250, effective 12/01/95.

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Office of Program Review Consultant (Medical) State Hospitals	7606	M16	\$200	8K	01/01/95 09/01/04	1	J, K, L, AF
Program Director - Medical (Forensic Facility)	9698		\$200	8K	01/01/97 05/01/91 09/01/04	1	J, L K AF
Coordinator of Nursing Services	8133	M17	\$1500 \$300 \$500	8K44 8K54 8K39	01/01/01 01/01/01 09/01/04	1	O S AF
Program Director (Developmental Disabilities Program)	8268	M18	\$100	8K76	01/01/03  09/01/04	1	J, K, L, N, U, AF
Program Director (Developmental Disabilities-Safety)	8262						
Program Director (Mental Disabilities Program)	8269						
Program Director (Mental Disabilities-Safety)	8103						

<b>DEPARTMENT</b>	
A	Department of Corrections, All Institutions
B	Department of Corrections, California Medical Facility
C	Department of Corrections, California Men's Colony
D	Department of Corrections, Calipatria State Prison
E	Department of Corrections, Centinela State Prison
F	Department of Corrections, Corcoran State Prison
G	Department of Corrections, Parole Outpatient Clinics
H	Department of Corrections, Pelican Bay
I	Department of Mental Health, All Hospitals
J	Department of Mental Health, Atascadero
K	Department of Mental Health, Napa
L	Department of Mental Health, Patton
N	Department of Mental Health, Vacaville
O	Department of Veterans Affairs, Barstow
P	Department of the Youth Authority, El Paso de Robles Youth Correctional Facility
Q	Department of the Youth Authority, Headquarters
R	Department of the Youth Authority, Herman G. Stark Youth Correctional Facility
S	Department of Veterans Affairs, Yountville
T	Department of Mental Health, All Hospitals and Headquarters
U	Department of Mental Health, Metropolitan State Hospital
V	Department of the Youth Authority
W	All departments/locations unless class receives an existing higher recruitment and retention rate.
X	Department of Corrections, Correctional Training Facility, Substance Abuse Treatment Facility
Y	Department of Education

**SECTION 14:****PAY DIFFERENTIALS**

<b>DEPARTMENT - continued</b>	
Z	Department of Veterans Affairs, Chula Vista
AA	Department of Health Services
AB	Department of Mental Health, Salinas Valley, Psychiatric Program
AC	Department of Corrections, Correctional Training Facility
AD	Department of Corrections, Salinas Valley State Prison
AE	Department of the Youth Authority, Preston Facility Youth Correctional Facility
AF	Department of Mental Health - Coalinga State Hospital

<b>CRITERIA</b>	
1	Employees in the above classes and employed in the above locations shall receive the differential.
2	Incumbent only; MUST BE APPROVED BY DPA; incumbent must have a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry <u>and</u> carry a psychiatric caseload at the institution.

<b>FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

<b>FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes